

CONFIDENTIAL

SPS-0677/72

17 JUL 1972

MEMORANDUM FOR: Chief, Administrative Support Staff/DDS&T
SUBJECT: Leadership and Executive Development
REFERENCE: DD/S&T #2002-72, 5 July 1972, same subject

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1. The Special Projects Staff has studied with interest the attachments to referenced memorandum and agrees completely with the basic points and problems outlined therein. Fortunately for SPS, our size has been and remains such that the questions of leadership and executive development can be approached on a very personal and knowledgeable basis. When one is dealing with [] officers, it is indeed possible to give thought to each as an individual and to plan for their future in terms of the needs of the Career Service.

2. Even with our small size we have established mechanisms which will insure that officers are objectively considered in all matters pertaining to their career development. We have an SPS Career Service Panel whose voting members are the supergrade officers assigned to this organization and which considers all career management matters such as training, reassignments, rotation and promotions. In addition to this somewhat formal organization, I have directed my Support Officer to review constantly the training and rotation opportunities that might be available for the officers under my supervision.

3. Even on our limited scale, I believe that we have consciously assigned officers to positions of increased responsibility in all of those cases where they have demonstrated the potential. We shall continue to do this and in an organized and systematic evaluative way. We recognize only too well that in some of the larger and more complicated components of the Agency, management must accept responsibility

**DD/S&T
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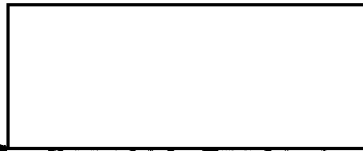
SUBJECT TO GENERAL DECLASSIFICATION SCHEDULE
OF E. O. 11652, AUTOMATICALLY DOWNGRADED AT
TWO YEAR INTERVALS UNLESS INDICATED OTHERWISE

July 1980

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SUBJECT: Leadership and Executive Development

for certain degrees of failure in developing management talent. In the micronism in which we are involved, I do not feel this is the case.

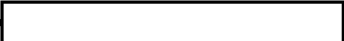


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**Chief, Special Projects Staff
DDS&T**

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